

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
(Representing Deputy Sheriff Sergeants)**

AND

**COUNTY OF COOK/SHERIFF OF COOK COUNTY
(AS JOINT EMPLOYEES)**

December 1, 2017 through November 30, 2020

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

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PREAMBLE

This collective bargaining agreement is entered into between the County of Cook and the Sheriff of Cook County, Joint Employers of employees covered by this Agreement, (hereinafter collectively referred to as the "Employer") and the Illinois Fraternal Order of Police Labor Council (hereinafter referred to as the "Labor Council").

ARTICLE I **RECOGNITION**

Section 1.1 Representative Unit

The Employer recognizes the Labor Council as the sole and exclusive representative for all employees of the Employer in the defined bargaining unit described as all deputy sheriffs in the rank of Sergeant assigned to Court Services and excluding all supervisory, managerial and confidential employees, and all other employees of the County of Cook and Cook County Sheriff.

Section 1.2 Labor Council Membership

The Employer does not object to Labor Council membership by its employees, and believes that certain benefits may be gained from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Labor Council if he/she timely tenders the dues and initiation fee (if any) required as a condition of membership.

The Employer shall notify the Labor Council of the names of any newly appointed bargaining unit members.

The Employer shall provide the Labor Council with a date and time to present the benefits of Labor Council membership to newly appointed bargaining unit members.

Section 1.3 Dues Check-off

With respect to any employee from whom the Employer receives individual written authorization, signed by the employee, in a form agreed upon by the Labor Council and the Employer (attached herein as APPENDIX "B"), the Employer shall deduct from the wages of the employees the monthly dues and initiation fee (if any) required as a condition of membership in the Labor Council, or a fair share representation fee, and shall forward such amount to the Labor Council within thirty (30) calendar days after close of the pay period for which the deductions are made. The amounts deducted shall be set by the Labor Council. The Employer shall retain a .05(%) service fee for each deduction made on behalf of the Labor Council.

Section 1.4 Indemnification

The Labor Council shall indemnify and save the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provisions of this Agreement. If an incorrect deduction is made, the Labor Council shall refund any such amount directly to the involved employee.

ARTICLE II

NON-DISCRIMINATION

Section 2.1 Non-Discrimination

The Employer and the Labor Council agree that neither shall discriminate in employment matter by reason of race, color, religion, national origin, political belief or activity, age, sex, marital status, sexual orientation or disability, voluntary membership or non-voluntary membership in the Labor Council. No bargaining unit member shall be transferred, assigned, reassigned or have their duties changed for reasons prohibited by this section.

Any transfer of a bargaining unit member cannot be based upon their protected Labor Council activity under this Agreement or under the law.

The Employer shall continue to provide equal employment opportunity and apply equal employment practices for all bargaining unit members.

ARTICLE III

EMPLOYER AUTHORITY

Section 3.1 Employer Rights

The Labor Council recognizes that the Employer has the full authority and responsibility for directing its operation and determining policy. The Employer reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by State and Federal statutes and Constitutions, and to adopt and apply all rules, regulations and policies as it may deem necessary to carry out its statutory and constitutional responsibilities. Employer rights shall be limited only by the specific and express terms of this Agreement. Employer's rights include, but are not limited to:

- A. the exclusive right to determine its policies, standards of services and to operate and manage its affairs and to direct its work force in accordance with its responsibilities. The Employer has all the customary and usual rights, power and functions of management.
- B. the exclusive right to hire, transfer, and promote; discipline, suspend or discharge employees for just cause.
- C. to establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the Employer's responsibilities and duties; as well as the right to determine reasonable work productivity, performance and evaluation standards.
- D. the right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services which do not replace bargaining unit positions (this shall not prevent the Employer from reducing the work force based on cancellation of contracted police services to local communities, or other justifiable reasons).
- E. the right to make, publish and enforce reasonable general orders, rules and regulations; and, the Employer has the right to reclassify existing positions based on assigned duties and responsibilities which are not inconsistent with Section 4.2 of this Agreement.
- F. the right to enter into mutual aid and assistance agreements with other units of government.

- G. the right to establish standards governing the levels of force, including deadly force that can be used.
- H. the Employer has the right to take any and all actions as may be necessary to carry out the duties and responsibilities of the Employer in situations of civil emergency as may be declared by the Employer. It is the sole discretion of the Employer to determine that civil emergency conditions exist, which may include but not be limited to riots, civil disorders, tornado conditions, floods, other emergency conditions or other circumstances beyond the control of the Employer which call for immediate action whereas it may be required to assign employees as the Employer deems necessary to carry out its duties and responsibilities; provided that no right enumerated in this Section shall diminish the Labor Council's right to grieve in accordance with the provisions of this Agreement.
- I. each calendar year, the Sheriff shall have the right to make certain "Employer Right" transfers from and into one of the facilities/units, without posting and/or bidding the vacancy. Such "Employer Right" transfers shall be limited to the following:

Each Calendar Year-not more than 6 transfers

For purposes of this Section, an Employer Right transfer of one person out of a position and the transfer of a replacement person into that vacated position shall count as one (1) transfer. There shall be no carry-over of unused Employer Right transfers from year to year. Employer Right transfers shall be identified as such on any transfer order. Employer Right transfers are not subject to the grievance procedure.

Section 3.2 Employer Obligations

The Labor Council recognizes that this Agreement does not empower the Employer to do anything that it is prohibited from doing by law.

ARTICLE IV UNION RIGHTS

Section 4.1 Grievance Processing and Contract Administration

Only the aggrieved employee(s) and/or Representatives of the Labor Council may present grievances. Duly authorized Stewards of the Labor Council will be permitted, at reasonable times, to enter the appropriate County facility for purposes of handling grievances at Steps 1 or 2; provided, however, that the Steward assigned to the facility location of Step 2 grievance hearings, or a Labor Council representative, will handle all Step 2 grievances, if available. Duly authorized Representatives of the Labor Council will be permitted, at reasonable times, to enter the appropriate County facility for purposes of handling grievances or observing conditions under which employees are working. These Representatives will be identified to the Sheriff or his designee in a manner suitable to the Employer and on each occasion will first secure the approval of the Sheriff or his designee to enter and conduct their business so as not to interfere with the operation of the Employer. The Labor Council and Stewards will not abuse this privilege, and such right of entry shall at all times be subject to general Sheriff's Department rules applicable to non-employees. Said approval shall not be denied arbitrarily or capriciously or without cause.

The Labor Council will advise the Employer in writing of the names of the Stewards with the Employer and shall notify the Employer promptly of any charges.

Upon obtaining approval from their supervisor, before leaving their work assignment or area, Stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that the operations of the Department are not adversely affected, and further provided that the representing Steward is the assigned Steward of the facility (per notification as provided by the Union) or the Steward at the facility of the hearing, whichever applies. In all cases the primary mission of the Department and proper manpower considerations shall be controlling. The number of Negotiating Team members will be five (5).

Section 4.2 Bargaining Unit Members and Command Structure

The Employer recognizes that only bargaining unit members may occupy the first line supervisor position for merit positions within the Court Services Department, consistent with the Rules and Regulations of the Cook County Sheriff's Merit Board. In the event the Employer wishes to reclassify any bargaining unit position, the Employer shall make written notification to the Labor Council at least sixty (60) days prior to implementation; the Labor Council reserves the right to file a demand to bargain over the impact and effect of such proposed change, with any impasse resolved in accordance with the provisions of this Agreement.

It is understood and agreed that the Employer's right to reclassification as defined in Article III Section 3.1 (E) shall not be used for the purpose or intention of undermining the bargaining unit.

ARTICLE V GRIEVANCE PROCEDURE

Section 5.1 Policy

The provisions of this Article supplement and modify the provisions of the Employer's Grievance Procedure applicable to all employees.

Section 5.2 Definition

A grievance is a difference between an employee or the Labor Council and the Employer with respect to discipline, the interpretation or application of, or compliance with, the agreed upon provisions of the Agreement. Matters which fall within the jurisdiction of the Merit Board are not challengeable as a grievance. However, discipline of thirty (30) days or less may be grieved as outlined in Section 5.4 of this Agreement. The Labor Council will send copies of grievances appealed at Step Two to the County's Chief Administrative Officer or his designee. It is recognized that because a Joint Employer relationship exists in this Agreement certain grievances are appropriately answered by the Sheriff and others by County Administration, depending on the subject of the grievance.

Only the aggrieved employee(s) and/or Representatives of the Labor Council or designee may present grievances. Employees or the Labor Council may take up grievances through Steps 1 to 2 either individually or with representation by the Labor Council. If an employee takes up a grievance without Labor Council representation, any resolution of the grievance shall be consistent with this Agreement and the Labor Council representative shall have the right to be present at such resolution meetings. A grievance relating to all or a substantial number of employees or to the Labor Council's own interests or rights with the Employer may be initiated at Step 2 by the Labor Council representative.

Without diminishing or compromising the rights of the Employer under Section 4 of the IPLRA and Article III of this Agreement to promulgate work rules or general orders, it is understood by the parties that the Labor Council may file and arbitrate a grievance under Article V, challenging as

unreasonable, changes in existing or new work rules, assignments or general orders, which establish Department-wide standards or procedures and which have as their primary subject wages, hours and terms and conditions of employment. The parties further understand that in any such arbitration preceding the Labor Council has the burden of establishing that the challenged work rules or general order is unreasonable. The Labor Council and bargaining unit members shall have all rights provided by law.

It is further understood that the hiring and promotion of employees are not subject to the grievance procedure.

Section 5.3 Transfer Grievances

Transfer Grievances shall be limited as to whether or not provisions of this Agreement were violated. A transfer is not subject to the Grievance Procedure if an employee is transferred under the following conditions:

- A. The exercise of the "Employer Right" transfers under Section 3.1 (I) of this Agreement;
- B. The assignment or transfer of probationary employees during their probationary period;
- C. The filling of vacancies or the transfer of employees from any unit not listed in Section 8.4;
- D. Temporary reassignment of employees under investigation under Section 6.2 of Article VI of this Agreement.

Section 5.4 Grievance Procedure Steps

Grievances must be submitted on an approved Grievance Form, (attached herein as Appendix (C)). The steps and time limits as provided in the Employer's Grievance Procedure are as follows:

Step	Submission Time Limit (Calendar Days)	To Whom Submitted	Time Limits Meeting (Work Days)	Response Time (Calendar Days)
1	15 days	Department Head/Designee	20 days	30 days
2	10 days	Sheriff/ Designee or Director of Human Resources	20 days	30 days
3	30 days	Impartial Arbitration	30 days	30 days

At each Step of the Grievance Process the Employer must issue a written response within the required time limit. If the answer is not satisfactory or if no answer is given, the grievant may, within the required time limits, advance the grievance to the next step. Failure to advance the grievance with the required time limits concludes the grievance process.

It is understood that disciplinary proceedings in, that include termination and/or demotion are subject to the jurisdiction of the Cook County Sheriff's Merit Board, and may not be appealed through the grievance procedure in this Agreement. This Article does not apply to counseling sessions, which are not grievable.

Section 5.5 Time Limits

The scheduling of an arbitration hearing shall be governed by mutual agreement with the arbitrator. An arbitrator's award shall be submitted to the parties within thirty (30) days of the close of the hearing. All grievances will contain a file number obtained through the Sheriff's Office at the appropriate step which shall not be withheld. The issue date of said number of Fax transmittal shall be considered meeting any required time limits, provided Fax transmittals from an employee of a grievance shall require an Employer confirmation of receipt by return fax to meet the time limits. Time limits may be extended by mutual agreement between the employee and/or the Labor Council and the Employer.

Section 5.6 Discovery

Upon written request by the employee, or the Labor Council, the Employer shall provide all discovery information to the Union in the event of an arbitration hearing.

Section 5.7 Impartial Arbitration Procedure

Only the FOP Labor Council may request arbitration under this Agreement. If the Labor Council is not satisfied with the Step 2 answer to a grievance involving an alleged violation of the contract or transfer, it shall within thirty (30) days after receipt of the Step 2 answer submit in writing to the Employer notice that the grievance is to enter impartial arbitration. The Labor Council and Employer shall attempt to reach an agreement on an arbitrator within ten (10) days after filing for arbitration. If the Labor Council and Employer fail to reach agreement on an Arbitrator within ten (10) days, the Employer and the Labor Council may request the Federal Mediation and Conciliation Service to provide a panel of arbitrators. Each of the two parties will confer within seven (7) days of receipt of the arbitration panel to alternately strike one (1) name at a time from the panel until only one (1) name remains; the remaining name shall be the arbitrator. The party striking first shall be determined by a toss of the coin. The Labor Council and the Employer will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay.

In fashioning his/her award in discipline grievances, the arbitrator shall determine whether there was just cause to impose the discipline; and, may sustain the discipline imposed by the Employer, reduce the discipline (including reduction to a reprimand), including the application of "options" granted or denied with regard to the discipline, or exonerate the employee; but, in no event shall the Arbitrator have authority to increase disciplinary action in question. The Arbitrator shall issue a written decision within thirty (30) days after close of the hearing, or the submission of post-hearing briefs (if applicable), whichever is later.

All decisions of the Arbitrator shall be final and binding on the parties.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Labor Council. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in issuing his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator in writing by the Employer and the Labor Council. The Arbitrator's decision must be

based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

ARTICLE VI **EMPLOYEE RIGHTS**

Section 6.1 Discipline Investigation

The Employer shall not take any disciplinary action against an employee without just cause. Any employee covered by the terms of this Agreement shall be afforded all of the rights enumerated by the Uniformed Peace Officers Disciplinary Act (Bill of Rights) 50 ILCS 725/1 et seq. In addition, as unionized employees, the officers who are subject to investigation which may lead to discipline shall be afforded all of the rights and privileges granted under *Weingarten v NLRB*, 420 US 251 (1975), 43 L ED. 2d 171, 95 CT 959 and *Morgan v Central Management Services, ISLRB* (1 PERI 2020).

Random testing under the Sheriff's Drug Free Workplace Policy shall not be subject to the provisions of 50 ILCS 725/1, et seq. or the rights and privileges granted under *Weingarten v. NLRB*, 420 US 251 (1975), and *Morgan v. Central Management Services, ISLRB* (1 PERI 2020).

It is recognized that the Employer has the right to transfer or reassign employees for just cause as a result of discipline.

Section 6.2 Corrective and Progressive Discipline

The Labor Council and the Employer agree that discipline should be timely, corrective and progressive, accompanied by counseling where appropriate. It is understood that the employees are subject to general orders, rules and regulations of the Department.

An employee may be temporarily reassigned while under investigation for alleged wrongdoing, however; said reassignment will remain within the employee's assigned facility, if appropriate. Such reassignment shall not be indicative of any guilt. In no event shall an employee transferred remain transferred for more than thirty (30) days after completion of the investigation/conclusion of Command channel review, except as provided in 6.1.

If the Sheriff recalls such credentials, said recall shall be accomplished on duty, if possible.

Section 6.3 Forms of Discipline

1. Summary Punishment:

Employees who are disciplined or recommended for discipline under Summary Punishment may choose to appeal through either the Sheriff's "Summary Punishment Action Request" form (SPAR) or the Labor Agreement's grievance procedure, but not both remedies. If the SPAR form is chosen, the steps for appeal are outlined by the Court Services Department.

2. Suspension up to 30 days:

Any suspension imposed by the Employer on an employee of up to 30 days may be appealed at all steps of the grievance procedure or the Sheriff's appeal procedure as outlined in the appropriate Court Services Department or DCSI general order, but not both remedies.

3. Suspensions in excess of 30 days, excluding recommended discipline where demotion(s) and/or termination(s) is sought, shall be subject to Impartial Arbitration and the following procedure:

Excluding recommended discipline that includes demotions and/or terminations that impact merit rank, all other suspensions in excess of 29 days shall be adjudicated by Impartial Arbitration that shall be scheduled within sixty (60) calendar days from the date that the employee is served with the discipline. If the Arbitration is not scheduled within sixty (60) days or does not occur as scheduled the Sheriff may impose the discipline prior to the Arbitration taking place. Suspensions under this Section shall not be subject to Steps 1 through 3 of the grievance procedure of this Agreement.

Upon service of discipline to the Employee, the Employer shall also notify the Union of the suspension.

In the event that the matter proceeds to Arbitration, the Employer and the Union shall agree to a list of 7 arbitrators who will, as a condition of being on the permanent panel agree to schedule the hearing within 14 calendar days of the notification of selection. As a further condition of being placed on the permanent panel, the arbitrator will agree to issue a decision within ten (10) calendar days of the date of the hearing. The parties may mutually agree to waive post-hearing briefs to expedite the decision by the arbitrator. The decision of the Arbitrator shall be binding.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in his/her opinion shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator, in writing by the Employer and the Union. His/her decision must be based solely on the interpretation of the meaning of application of the express relevant language of the Agreement. In issuing his/her decision, the Arbitrator shall be bound by the precedential rulings of the Cook County Sheriff's Merit Board.

All hearings will be held as close to the grievant's work site as practicable. The Employer will upon reasonable notice from the Union, release from duty any employees requested by the Union as representatives or witnesses.

The hearing will be informal. There will be no requirement that a stenographic recording of the proceedings unless otherwise agreed.

Excluding recommended discipline that includes demotion(s) and/or termination(s), suspensions in excess of 30 days shall not be presented to the Cook County Sheriff's Merit Board. The parties agree that the Arbitration forum for suspension arbitrated under this provision shall not be challenged as it relates to the jurisdiction of the Cook County Sheriff's Merit Board. The Union and Employer agree that an Arbitrator's finding that a suspension be imposed, or any other relief so found, shall be served by the employee.

ARTICLE VII

LABOR-MANAGEMENT MEETINGS

Section 7.1 Labor-Management Meetings

For the purpose of conferring on matters of mutual interest, which are not appropriate for consideration under the grievance procedure, the Labor Council and the Employer agree to meet as needed, and by mutual agreement, through designated representatives, at the request of either party and at mutually agreed upon dates, times and locations. The Labor Council and Employer shall each designate not more than five (5) representatives to a labor-management committee for this purpose. This provision is not intended in any way to preclude informal discussions or meetings among the parties. The Employer retains the right to limit the number of on-duty personnel in attendance, based on manpower considerations.

Labor Management meetings shall be made reasonably in advance, in writing with a written agenda attached by the requesting party and said meeting shall be confined to the written agenda unless otherwise agreed to by the parties.

ARTICLE VIII

SENIORITY

Section 8.1 Definition of Seniority

For purposes of earned benefits and pension, the employee's seniority shall be defined as the length of most recent continuous employment with either the County of Cook and/or the Cook County Sheriff's Office.

Bargaining Unit/Court Services Department seniority shall be defined as seniority earned as of the start date of service as a Sergeant in the Court Services Division. Such seniority shall continue to accrue so long as the affected member maintains continuous service as a Sergeant in the bargaining unit. This seniority shall terminate should the member leave the unit for promotion, demotion, or voluntary surrender of rank. This seniority shall be used for purposes of Job Bidding, Vacation scheduling, layoffs and recalls, and overtime bidding as described in this Agreement.

Section 8.2 Seniority List

Annually, or more often at the request of the Labor Council which shall not be unreasonably denied, the Employer will post and furnish the Labor Council with a list showing the name, classification and seniority dates as listed in 8.1 of each employee within fourteen (14) calendar days after the date of posting, an employee must notify the Employer of any error in his/her last hiring date as it appears on that list or it will be considered correct and binding on the employee and the Labor Council until a subsequent list is furnished by the Employer as provided herein. An employee's seniority, and their position on the seniority list, may be adjusted if accrual of seniority stops during a leave of absence or other absences referenced in Article 9 of this Agreement.

The Sheriff shall provide written notice to Chief Union Steward and the Union of all promotions, transfers and completion of any Court Sergeants probation within thirty (30) days of the occurrence of said employee movements.

Section 8.3 Probationary Period

The probationary period for newly appointed Sergeants shall be one (1) year from the date of appointment, consistent with the Rules and Regulations of the Cook County Sheriff's Merit Board.

Section 8.4 Application of Seniority

A. Application:

The seniority list shall govern in the selection of vacations or other time off selections in accordance with the provision of this Agreement. Seniority shall be considered when making employee requested transfers (except Employer Right transfers).

B. Job Posting and Bidding:

1. Whenever the Employer determines to fill a recognized opening in any of the facilities/units within the Sheriff's Court Services Department, notice of such opening, including any minimum standards required for filling the opening, shall be posted in such a manner as to insure that all bargaining unit members have ample notice and opportunity to bid for the opening (generally not less than 10 working days). In filling the opening, the employee's ability to perform the necessary work shall be considered first and then their seniority among the bidders.
2. After posting and bidding recognized opening(s) in accordance with Section 8.4C and no bargaining unit member bids for the opening(s), the opening(s) and all vacancies created by successful bids shall again be bid within the facility only, by seniority. Once this process is completed, the Employer has the exclusive right, in his sole direction, to fill any remaining openings or vacancies created with any probationary employee and/or, utilizing the least senior employee within the facility/unit.

The Following facilities/units/divisions are open to the job posting and bidding process

1. District Courts #2	7. Criminal Courts Building	13. Civil Process Servers
2. District Courts #3	8. Traffic Court Daley Center/County Bldg.	14. Child Support Enforcement Division
3. District Courts #4	9. Domestic Violence	15. Levy, Evictions
4. District Courts #5	10. Police Courts North/Mental Health	16. SWAP
5. District Courts #5	11. Police Courts South	17. Canine
6. Juvenile	12. Warrants	

Court Sergeants may be required to travel between court facilities as necessary to provide supervision utilizing County police/department vehicles.

Should the employer choose to use an "Employer Rights" transfer, commonly known as a "Sheriff's Move", that position shall simply be noted to the Union of such a "move" and the position shall not be put up for bid. Such moves shall be made prior to the actual bidding process.

Section 8.5 Reduction in Work Force, Layoff and Recall

Should the Employer determine that it is necessary to decrease the number of employees within the job classification of the bargaining unit, due to lack of funds or lack of work, the employees to be laid off in that classification shall be removed in inverse of order of seniority (e.g. last promoted, first laid-off). Affected employees and the Labor Council shall be given notice thereof at least two (2)

weeks prior to the effective date of such lay-off. Employees laid off as a result of this procedure shall be subject to recall in order of seniority, before any new employees are hired or promoted into the job classification held by them at the time of the reduction in force.

Should the Employers demote former bargaining unit members who have been promoted above the rank of Sergeant (either merit rank or exempt rank) back to the rank of Sergeant, such demoted members shall not be allowed to "bump" or replace current members of the bargaining unit. Such demoted members shall go directly to the bottom of the seniority list before any current bargaining unit members are laid off. *This supersedes all previous agreements between the parties regarding layoff and recall.*

Section 8.6 Termination or Suspension of Seniority

An employee's seniority with the Employer shall be terminated, as may be appropriate, upon the occurrence of the following:

- A. Resignation or retirement;
- B. Discharge for just cause;
- C. Absent for three (3) consecutive work days, without notification during such period to the department head or a designee, of the reason for the absence, unless the employee has an explanation acceptable to the Employer for not furnishing such notification;
- D. Failure to report to work at the termination of a leave of absence or vacation, unless the employee has a reasonable explanation for such failure to report for work;
- E. Failure to notify the Sheriff/Designee in writing within ten (10) calendar days of the employee's intent to report for work upon recall from layoff, or failure to report for work within ten (10) calendar days, after notice to report for work is sent by registered or certified mail or by telegram, to the employee's last address on file with the Department Personnel Office;
- F. Engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the Sheriff/Designee in writing;
- G. Absence from work because of layoff or any other reason for more than six (6) months in the case of an employee with less than one (1) year of service from when the absence began, or more than twelve (12) months in the case of all other employees, except that this provision shall not apply in the case of an employee on an approved leave of absence, or absence from work because of illness or injury covered by duty disability or ordinary disability benefits.

Section 8.7 Americans with Disabilities Act

Whenever an employee (or the Union at the request of an employee) requests an accommodation under the Americans with Disabilities Act ("ADA"), or an accommodation of an employee is otherwise contemplated by the Employer, the employee, and the Union will meet to discuss the matter.

It is the intent of the parties that any reasonable accommodations adopted by the County conform to the requirements of this Agreement where practicable. The County may take all reasonable steps necessary to comply with the ADA. Any such steps which might conflict with the terms of this

Agreement shall be discussed with the Union prior to implementation. The parties shall cooperate in resolving potential conflicts between the County's obligation under the ADA and the rights of the Union. Neither party shall unreasonably withhold its consent to the reasonable accommodation of an employee.

Information obtained regarding the medical condition or history of an employee shall be treated in a confidential manner.

Nothing in this Section shall require the County to take any action which would violate the ADA or any other applicable statute.

Grievances filed in reference to this Section shall begin at Step 2 of the Grievance Procedure.

Section 8.8 Temporary Light Duty

Sergeants may be returned at the discretion of the Chief Deputy Sheriff, to a restricted duty position, on a full-time basis, for a period of not more than six (6) months, so long as: (1) the employee's attending physician has provided a written prognosis of expected return to full duty; and, (2) the employee has a medical release from the same physician to perform such work; and, (3) the employee also has a medical release from the Employer's physician. These positions shall be filled on a first come-first-served basis, regardless of seniority, with notification of such assignment to the Union.

Temporary light duty positions shall not be available, and may not be applied for, more than once in a twelve (12) month period of time. Any subsequent application for a temporary light duty position must be at least twelve (12) months after the expiration of the prior temporary light duty position assignment. Nothing in this section shall be construed as requiring the Employer to create any such position.

When an employee is returned to full duty, the employee shall be returned to the same position and facility location which the employee held prior to being placed on light duty provided the employee was the successful bidder.

Section 8.9 Utilizing Benefits

For purposes of using or utilizing benefit time or when bidding (including reverse seniority ordering) seniority shall be determined by:

1. Promotion date as a Deputy Sheriff Sergeant, then
2. Hire date as a Deputy Sheriff, then
3. Hire date as a Cook County Employee, then
4. Employee Number
5. JDE Number

The initial date set that begins requests for available benefit time off after completion of the annual vacation selection process shall be approved on the basis of seniority from all the requests made on that day (24-hour period, 0000 to 2400 hours).

Section 8.10 Contract Copies Supplied

The Employer and the Labor Council agree to a 50%-50% split in the cost of reproducing this Agreement in such numbers as may be necessary for all parties. Such reproduction shall be at a pre-agreed price, and shall be completed within sixty (60) days of the execution of this Agreement. The Labor Council shall be responsible for ensuring that all dues paying bargaining unit members are supplied with a copy of the fully executed labor Agreement.

ARTICLE IX LEAVES OF ABSENCE

Section 9.1 Regular Leave

Leaves of absence without pay for employees shall be granted in compliance with the Rules and Regulations of the Employer and Cook County Sheriff's Merit Board.

Absence from County service on leave without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days but less than one (1) year, all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date.

Section 9.2 Seniority on Leave

An employee on an approved unpaid leave of absence shall retain Union seniority, but shall not accrue pension benefits or additional seniority during such period (except as may be otherwise provided in the County's Pension Plan), if such leave is not in excess of one hundred and eighty (180) days; except that leaves granted under the Family Medical Leave Act shall be exempt and pension and seniority shall continue.

Section 9.3 Retention of Benefits

An employee will not earn sick pay or vacation credits while on an unpaid leave of absence. An employee on an unpaid leave of absence except for maternity or paternity leave will be required to pay the cost of the insurance benefits provided in Article VIII in order to keep these benefits in full force and effect during the period of leave.

Arrangements for payments of such costs through normal deduction or otherwise must be made with the County's Payroll Office prior to departure on the leave. For the failure to make such arrangements the Employer may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 9.4 Military Leave

Employees who enter the armed services of the United States shall be entitled to all the re-employment rights provided for in the Uniformed Services Employment and Re-employment Rights Act of 1994 USERRA, as amended.

An employee, who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave of absence with full pay for limited service in field training, cruises and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

The Employee will notify the Employer at least twenty (20) days prior to the leave date when possible.

Section 9.5 Approval of Leave

No request for a leave, as defined in of this Article, will be considered unless approved by the Sheriff or his designee. The Sheriff or his designee may withhold such approval, if, in his judgment, such absence from duty at the particular time requested would interfere with the conduct of the Employer's business. Approval of leaves of absence will not be unreasonably denied, providing that the reasons for the leave are in conformance with the existing policies or applicable laws regarding leaves of absence. The Employer may deny a request for a leave to an employee who has not completed their probationary period.

Section 9.6 Veterans Conventions

Any employee who is a delegate or alternate to a National or State convention of a recognized veteran's organization may request a leave of absence for the purpose of attending said convention, providing, however, that any employee requesting a leave with pay must meet the following conditions:

- A. The employee must be a delegate or alternate to the convention as established in the by-laws of the organization.
- B. They must register with the credentials committee at the convention headquarters.
- C. Their name must appear on the official delegate-alternate rolls that are filed at the State headquarters of their organization at the close of the convention.
- D. They must have attended no other convention, with a leave of absence with pay, during the fiscal year.
- E. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

Section 9.7 Union Conventions

Employees duly elected as delegates of the Fraternal Order of Police will be permitted to use accrued benefit time to attend State and National conferences and conventions of the Fraternal Order of Police (not to exceed ten (10) work days for all employees), provided that operations of the employer are not adversely affected. In all cases, the primary mission of the employer and proper manpower considerations shall be controlling.

Section 9.8 Other Leaves

Employees shall be granted leave if requested by the employee and approved by the Employer, in accordance with the Family Medical Leave Act, Victim's Economic Security and Safety Act and the Illinois Family Military Leave Act, however, Members of the bargaining unit asserting a violation of these Acts may process their grievances through the initial steps of the grievance procedure, but may not arbitrate grievances alleging a violation of these provisions of the Agreement.

ARTICLE X CONTINUITY OF OPERATIONS

Section 10.1 No Strike

The Labor Council will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line or other curtailment, restriction or interference with any of the Employer's functions

or operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 10.2 Labor Council Responsibility

Should any activity prescribed in Section 1 of this Article occur, which the Labor Council has not sanctioned, the Labor Council shall immediately:

- A. publicly disavow such action by the employees or other persons involved;
- B. advise the Employer in writing that such action has not been caused or sanctioned by the Labor Council;
- C. notify the employees stating that it disapproves of such action and instructing all employees to cease such action and return to work immediately;
- D. take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the Employer to accomplish this end.

Section 10.3 Discharge of Violators

The Employer shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Labor Council on their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee or employees participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the Employer may not be disturbed.

Section 10.4 No Lock-Out

The Employer agrees that it will not lock out its employees during the term of this Agreement or any extension thereof.

Section 10.5 Reservation of Rights

In the event of any violation of this Article by the Labor Council or the Employer, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedure provided in this Agreement be first exhausted.

ARTICLE XI TRAINING AND EDUCATION

Section 11.1 Available Training

The Employer agrees to provide all appropriate training to all personnel commensurate with their duties and responsibilities and further agrees to continuously update such training in order that the employees may develop the skills, knowledge and ability needed in the performance of their official duties.

Section 11.2 Training

1. Weapons Qualification:

Employees are required to qualify once per calendar year with their duty weapon, and will be excused without loss of pay or benefit.

Should a bargaining unit member be required to qualify with his/her duty weapon after his/her normal tour of duty, the affected employee shall be compensated at a minimum of three (3) hours of compensatory time. Should an employee fail to qualify on the scheduled date, all subsequent attempts to qualify shall be on the employee's own time.

Approved auxiliary/secondary weapons qualification may be done during scheduled qualification dates and times, or be done on the employee's own time.

2. In-service Training:

Employees required to attend in-service training will be excused without loss of pay. Should an employee not satisfactorily complete any subject of in-service training (including any testing) after the second attempt, all subsequent qualifying dates or in-service training dates shall be on the employee's own time.

ARTICLE XII MISCELLANEOUS

Section 12.1 Health and Safety

The Employer will continue to make reasonable provisions for the health and safety of its employees during their hours of employment. The Employer also appreciates suggestions from employees concerning health and safety matters, and will meet periodically with the Labor Council to discuss same.

Section 12.2 Bulletin Boards

The Employer will make bulletin boards available for the use of the Labor Council and the Fraternal Order of Police in non-public locations; the Labor Council may, at its own expense, erect its own separate bulletin boards in locations agreed to by the Employer. The Labor Council and the FOP will be permitted to have posted on these bulletin boards notices of a non-controversial nature, and shall submit a copy of them to the Sheriff or his designee for approval.

There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the Employer's property other than herein provided.

Section 12.3 Partial Invalidity

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State law now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 12.4 Sub-Contracting

It is the general policy of the Employer to continue to utilize its employees to perform work they are qualified to perform. The Employer may, however, subcontract where circumstances warrant. The Employer also reserves the right to enter into mutual aid and assistance agreements with other units of government. The Employer agrees not to sub-contract bargaining unit work or replace bargaining unit employees. This provision is not intended to prevent the Employer from reducing the work force in the event mutual aid or police service provided by the Employer to other governmental entities cease.

In the event bargaining unit positions will be effected, the Employer will advise the Labor Council at least three (3) months in advance of such contemplated changes and will discuss such contemplated

changes with the Labor Council, pursuant to the Illinois Public Labor Relations Act of 1984. The Employer will work with the Labor Council in making every reasonable effort to place adversely affected employees into other bargaining unit positions. The Labor Council reserves all rights granted by this Agreement and the Act.

Section 12.5 Credit Union

The County shall deduct from the wages of the employees who so authorize, and remit payments to the Credit Union(s) approved by the County Board.

Section 12.6 Personnel Files:

Upon written request to the Department Personnel Office, an employee, or his/her Labor Council Representative (with written authorization from the affected employee) may inspect his/her personnel file at any time mutually acceptable to the employee and Employer. Copies of materials in an employee's personnel file shall be provided to the employee upon request. An employee may file a written rejoinder, to be placed in his/her personnel file, concerning any matter in the file.

Section 12.7 Drug Testing

The Joint Employers and the Labor Council agree to the provisions of the Sheriff's Drug-Free Workplace Policy General Order, attached herein and made a part of this labor Agreement, as Appendix D. No other drug policy may be substituted without discussion between the parties.

Section 12.8 Secondary Employment Permitted

It is understood between the parties that employment with the Cook County Sheriff's Office is the employee's primary job.

In all instances of secondary employment the employees shall be subject to the Department's agreed upon General Order 3200.1 as it exists on July 17, 1996 regarding the regulations concerning secondary employment. A request for secondary employment shall be denied, under the following circumstances, when the secondary employment is in an establishment where the primary business is the sale of intoxicating liquor or gambling:

1. The employment includes serving as a bartender and/or dispensing intoxicating liquor.
2. The employment includes serving as a cocktail waiter/waitress.
3. The employment is security related.
4. The Sheriff's Office deems that the employment will bring discredit upon the department.

Section 12.9 Duty Related Injury

In the event a Sergeant is injured on duty and is unable to perform his/her duties, the Sergeant may be placed on a duty related injury leave until such time as the Sergeant is deemed fit to return to duty. During the time the officer is on a duty related injury leave he/she shall retain all seniority and benefits, to include, but not limited to their credentials and badge; however, the Sheriff retains the right to recall credentials for just cause; and officers shall surrender their credentials and badge if they are absent from work for more than 180 days (6 months).

Section 12.10 Transfers

Transfers shall be done in accordance with all applicable articles and sections of this agreement and within the guidelines of department policy. Transfers shall not be made in an arbitrary manner, nor will transfers be utilized as a form of discipline. However, it is understood that the Employer has the right to transfer or reassign employees for just cause, including, but not limited to, inadequate job performance that seriously effects operations.

The Employer may temporarily reassign employees, provided that any such reassignment shall not exceed sixty (60) days. The temporarily reassigned employee shall be returned to the position from which they were originally transferred within sixty (60) days or upon completion of the temporary assignment, whichever comes first. If the temporary assignment is anticipated to or does exceed sixty (60) days, the assignment will be posted for bid in accordance with Section 8.4(c) of this Agreement. It is understood that temporary assignments will not be used to avoid job posting and bidding.

Section 12.11 Cook County Sheriff's Merit Board

It is understood that employees are subject to the Rules and Regulations of the Cook County Sheriff's Merit Board. Any disciplinary recommendations that include termination and/or demotion referred to the Merit Board for hearing are not subject to the terms and conditions of this Agreement. Recommendations that include termination and/or demotion shall continue to remain the jurisdiction of Cook County Sheriff's Merit Board and may not be appealed through the grievance procedure in this Agreement.

Section 12.12 Retirement Star

A Deputy Sheriff Sergeant who retires from the Cook County Sheriff's Department with fifteen (15) years of service shall receive a retirement star within sixty (60) days of retirement.

The parties agree to provide to any Deputy Sheriff Sergeant who retires from the Cook County Sheriff's Department after completing fifteen (15) years of service a retirement identification card that shall be given to the retiree within sixty (60) days of the date of retirement. In the event that the retiree's retirement star is lost or stolen, the replacement cost shall be \$150.00 for the replacement star.

The issuance of an employee's retirement credentials will not be delayed due to pending discipline (except Merit Board discipline) and the employee will be given his retirement star and card within sixty (60) days of the submission by the employee of the employee's retirement notice. *The employee must have 15 years of service with the Sheriff's Department and be otherwise in good standing.*

Retirement stars and cards may be revoked upon criminal conviction or any other State/Federal law that would prohibit such credentials.

ARTICLE XIII HOURS OF WORK AND OVERTIME

Section 13.1 Purpose of Article

The provisions of this Article are intended to provide the basis for calculating the normal workday and workweek, and to provide the basis for calculating overtime pay.

Section 13.2 Regular Work Periods

Except as provided in Article XV, Section 15.2, the normal work day shall consist of eight (8) consecutive hours. The normal work week shall consist of forty (40) hours in a seven (7) day work

week (Sunday through Saturday), with a one (1) hour lunch and two or more consecutive days off. Employees shall be assigned to the schedule attached as Appendix G which shall remain substantially similar in numbers subject to minor changes to meet the Employer's needs. The Labor Council shall be provided at least thirty (30) days' notice prior to any proposed change in the hours worked or work schedules from those which exist as of December 1, 1997, and may in the Labor Council's sole discretion, issue a demand to bargain over any such change. In the event no agreement is reached on the contemplated changes in the hours worked or work schedules, the Labor Council reserves the right to move the issue directly to impasse arbitration, pursuant to the provisions of the Illinois Public Labor Relations Act.

Section 13.3 Compensatory Time and/or Overtime Compensation

A. For the purpose of calculating overtime, all compensated hours shall be counted, except sick leave and any time used for FMLA. Any Deputy Sergeant that is mandated to work overtime will be paid at the overtime rate. Employees shall receive overtime at the rate of time and one-half (1 1/2) their normal hourly rate of pay for all hours in excess of the eighty (80) hour bi-monthly pay period.

B. At the employee's option, overtime may be accumulated as compensatory time due, calculated at the overtime rate, in lieu of pay.

All compensatory time due earned, from whatever source, shall be accumulated to a maximum of four hundred and twenty (420) hours. All hours earned in excess of four hundred and twenty hours shall be paid in cash.

C. Compensatory time off may be used in time blocks of one (1) hour or more, at a time mutually agreed to between the employee and his/her supervisor.

Section 13.4 Overtime Worked

All available overtime shall be distributed in accordance with the following procedure provided the employee is able to perform the duties, however; overtime may be denied to an employee for just cause. Employees may be ordered to work overtime by: 1) reverse seniority of the "on duty" or "scheduled" employees then, if needed, 2) reverse seniority of the "off duty" employees provided that such mandatory overtime shall be limited to either emergency conditions, which cannot be deferred or which cannot be performed with other members of this bargaining unit, or because of abnormal peak loads in activities of the Department. In cases of emergency, the Sheriff or his designee may assign the overtime work to any bargaining unit members who are immediately available.

A. Regular Overtime:

1. Overtime scheduled less than ten (10) days in advance will be offered to employees within the facility on the basis of rotation seniority and will be equitably distributed among employees who request such work. Each employee shall be selected in turn according to his or her place on the seniority overtime list, by rotation.
2. An employee requesting to be skipped when it becomes his/her turn to work overtime will be rotated to the bottom of the seniority list. An employee who works overtime will be placed at the bottom of the overtime seniority list once the overtime is received.

B. Scheduled Overtime:

1. Overtime scheduled at least ten (10) days in advance will be offered to employees, within the facility, on the basis of seniority then,
2. Offered to employees, Countywide, on the basis of seniority then,
3. Least senior employee scheduled to work at the facility shall be ordered if the staffing not filled.

Section 13.5 Court Time

Officers, who attend court while off-duty on behalf of the Employer, shall receive two (2) hours minimum pay, or the actual hours worked, whichever is greater, at the appropriate rate of pay.

Section 13.6 Shift Exchanges

All employees (except probationary) may submit their preferred facilities/units, shifts and day off groups for desired assignment. The Sheriff shall render a decision on such exchanges within sixty (60) days of the exchange submittal. This preference shall be valid until such time the employee submits a revised preference but no sooner than 3-months between changes.

At any time, the Employer or Union are notified or observes any two (2) employees that "match" preferences, said employees shall be allowed to exchange assignments pursuant to seniority subject to the employees' ability to perform the required work.

ARTICLE XIV **RATES OF PAY**

Section 14.1 Job Classification

Employees in the Job classification set forth in Appendix "A" to this Agreement shall receive the salary provided for their job classification. Employees will be increased to the appropriate step upon completion of the required length of service. No other person or persons shall be permitted to perform the work of this bargaining unit job classification, except in emergency situations or circumstances beyond the control of the Employer; nor shall the Employer transfer employees from other positions within the County or the Sheriff's Department to do bargaining unit work.

Section 14.2 Wage Rates

All employees who were members of the bargaining unit as of December 1, 2017 who are still in a pay status with the Employer as of the date of the County's ratification of this Agreement, or who have retired from the bargaining unit subsequent to December 1, 2017 shall receive retroactive wage increases as in Appendix "A".

In addition, employees shall receive longevity Step increases in accordance with the Wage Schedule herein attached as Appendix "A".

Effective the first full pay period on or after June 1, 2018 the pay rates for all classifications shall be increased 0%

Effective the first full pay period on or after June 1, 2019 the pay rates for all classifications shall be increased 2.0%

Effective the first full pay period on or after June 1, 2020 the pay rates for all classifications shall be increased 2.00%

No step increases in FY 2019: no change in employee's anniversary date: Step increases will resume in FY20

Effective upon ratification of this agreement by both parties all active employees will receive a lump sum payment of \$1200.00

Effective upon ratification of this agreement, an entry level step 10% below current first step will be created. The wage rates set forth in the salary schedules in Appendix A have been adjusted to reflect the creation of the new entry level step ten percent (10%) below the current first step.

ARTICLE XV HOLIDAYS

Section 15.1 Designation of Holidays:

A. The following days are hereby declared paid holidays for all employees in the bargaining unit.

1. New Year's Day - January 1st
2. Martin Luther King's Birthday - 2nd Monday in January
3. Lincoln's Birthday - February 12th
4. President's Day - 3rd Monday in February
5. Pulaski Birthday - 1st Monday in March
6. Memorial Day - Last Monday in May
7. Independence Day - July 4th
8. Labor Day - 1st Monday in September
9. Columbus Day - 2nd Monday in October
10. Veteran's Day - November 11th
11. Thanksgiving Day - 4th Thursday in November
12. Christmas Day - December 25th

Effective upon ratification of this agreement, one current major holiday shall be converted to a minor holiday. Union to select holiday - New Year's Day.

In addition to the foregoing paid holidays, employees shall be credited with one (1) floating holiday on December 1st of each year. The employee may request to use his/her floating holiday at any time during the fiscal year. Request shall not be unreasonably withheld or denied.

Holidays will be celebrated on the day on which it actually occurs; however, should a certain holiday fall on a Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.

- B. In addition to the above, any other days or part of a day shall be considered a holiday when so designated by the Board of Commissioners of Cook County.
- C. In addition to the holidays listed, an employee shall be credited with one (1) floating holiday on December 1 of each year which must be used by the employee between December 1, and November 30. The floating holiday may not be carried over into the next fiscal year by the

employee. The floating holiday will be scheduled in accordance with the procedure for vacation selection as set forth in this Agreement. Use of the floating holiday is restricted to a full day increment.

Section 15.2 Holiday Staffing and Compensation

A. In addition to holiday pay 15.1, above,

1. Any employee whose normal work schedule falls on a minor holiday and works said holiday, the employee shall receive an additional eight (8) hours of compensatory time.
2. Any employee whose normal work schedule does not fall on a minor holiday and works said holiday, the employee shall receive an additional eight (8) hours of compensatory time and an additional day off with pay within the same payroll period as the holiday fell, as assigned by the Employer.

B. In addition to 15.1, above, any employee who works any of the six major holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day) said employee shall receive eight (8) hours of compensatory time due and four (4) hours of pay, for the first eight hours.

C. The Employer shall determine the staffing requirements on any given holiday at least fourteen (14) days in advance. Once determined, the Employer shall staff the holiday in accordance with the below procedure. The Employer shall allow employees to work on holidays at any facility they are able to perform the work required in an attempt to avoid employees from being ordered to work.

- 1) Offered by seniority to employees within the facility, then;
- 2) Offered by seniority to employees on a County-wide basis, then;
- 3) Least senior employee scheduled to work at the facility ordered, then;
- 4) Least senior employee off duty at the facility ordered.

Section 15.3 Holidays in Vacations

If a holiday falls within an employee's scheduled vacation, such employee will be carried as "Holiday".

Section 15.4 Eligibility

Holiday compensation will not be credited to members scheduled to work on a holiday if the member is on medical roll or absent due to illness, except IOD, VESSA or the Employee's submittance of valid medical documentation for the holiday.

ARTICLE XVI
VACATIONS

Section 16.1 Vacation Leave

- A. All bargaining unit employees shall be granted paid vacation, based on their years of service with the Employer, as follows:

<u>Anniversary of Employment</u>	<u>Days of Vacation</u>	<u>Maximum Accumulation</u>
1st thru 6th	80 hours	160 hours
7th thru 14th	120 hours	240 hours
15th - or more	160 hours	320 hours

- B. Accruals will be carried out in accordance with the bi-weekly payroll system.

1 st through 5 th year	3.08 hours per pay period
7 th through 14 th year	4.62 hours per pay period
15 th year and after	6.16 hours per pay period

- C. Employees may use only such vacation leave as has been earned and accrued. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.
- D. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service, and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, in the Office of the Comptroller employment.
- E. In the event an employee has not taken vacation leave as provided, by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.
- F. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.
- G. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to Military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County shall be the same as if employment had continued without interruption by Military Service.
- H. Holidays recognized by the Board of Commissioners of Cook County are not counted as part of a vacation.

Section 16.2 Annual Vacation Preference and Scheduling

Annual vacations shall be selected and approved within each District shift or unit of assignment by departmental in accordance with Section 8.1. If an involuntary transfer occurs after the vacation selection, the affected employee's vacation selection shall remain as originally chosen, unless otherwise mutually agreed to between the affected employee and the Sheriff/designee. If a voluntary transfer occurs (excluding bidding) after the vacation selection, the affected employee's vacation selection may be denied due to the operating necessities of the Employer.

It is not necessary that the employees have accrued vacation time "on the books" at the time of the annual vacation selection. Employees will, however, be required to submit a 3-part form requesting approval for said vacation time no later than fifteen (15) days prior to the requested time off. Approval will be subject to the employee having accrued vacation time "on the books" at that time.

ARTICLE XVII **WELFARE BENEFITS**

Section 17.1 Hospitalization Insurance

- A. The County agrees to maintain the current level of employee and dependent health benefits in accordance with Appendix E as revised by this agreement and specifically described in Appendix E.

Section 17.2 Sick Leave

- A. All employees covered by the terms of this Agreement, shall be granted sick leave with pay at the rate of one (1) working day for each month of service. Sick leave will be accrued at the rate of 3.70 hours per pay period. Accruals will be carried out in accordance with the bi-weekly payroll system. Accrued sick leave will carry over if employees change offices or Departments within the County as long as there is no break in service longer than thirty (30) days.
- B. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days (1400 hours, calculated as eight hour work days), at the rate of twelve (12) working days, or ninety-six (96) working hours, per year. Records of sick leave credit and use shall be maintained by each office, department, or institution. Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.
- C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability or injury, in the immediate family of the employee or for computation of service credit in accordance with current Retirement Boards Policy. Sick leave shall not be used as additional vacation leave. Sick leave may be used as maternity or paternity leave by employees.
- D. Employees are required to call in medical one (1) hour prior to starting time. Failure to do so may result in discipline. Regardless of this, employees who call in within forty five (45) minutes of the start of their shift will be allowed to use medical time (or any accrued time if on FMLA

Notwithstanding the above, employees assigned to the 1st and/or 3rd shifts in 24-hour facilities shall call in at least two (2) hours prior to their starting time. Provided such employees call in within one hour and 45 minutes of the start of the 1st or 3rd shift, as applicable, they will be allowed to use medical time (or any accrued time if on FMLA).

- E. An employee who has been off duty for forty (40) consecutive work hours or more for any health reason may be required to submit to his Department Head a doctor's certificate as proof of illness, and may be required undergo examination by the Employer's physician before returning to work, at the Employer's cost.

For health related absences of less than forty (40) consecutive work hours, a doctor's statement or proof of illness will not be required except in individual instances where the Sheriff has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health related absence, examination by the Employer's physician may be required to make sure that the employee is physically fit to return to work.

- F. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days, and/or invoke the provision of the Family and Medical Leave Act as provided in this Agreement.
- G. The employee may apply for disability under the rules and regulations established by the Retirement Board.

Section 17.3 Disability Benefits

Employees incurring any occupational illness or injury will be covered by Workers' Compensation insurance benefit. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Workers' Compensation Act. Duty Disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan; disability benefits will be reduced by any Worker's Compensation benefits received. Duty Disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date the salary stops. The employee will not be required to use sick time and/or vacation time for any day of duty disability.

Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive not less than fifty percent (50%) of salary. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the Employer otherwise agree.

Upon returning from ordinary disability, the employee shall, for a period of ninety (90) days be exempt from discipline stemming from being in a zero pay status if the employee tenders medical documentation proving the need for absence on the date in question.

The Employer agrees to provide a voluntary short term disability product by December 1, 2018.

Section 17.4 Life Insurance

All employees shall be provided life insurance in an amount equal to the employee's annual salary, rounded to the next highest thousand, at no cost to the employee, with the employee having the option to purchase additional insurance up to a maximum of the employee's annual salary.

Section 17.5 Pension Plan

Pension benefits for employees covered by this Agreement shall be mandated under Chapter 108 1/2 of the Illinois Revised Statutes.

Section 17.6 Dental and Vision Benefits

The County agrees to provide a dental and vision plan to its employees. All bargaining unit employees will be eligible to participate in any dental and optical plan offered by the County. In addition to the current Dental Plan, a PPO Dental program shall be made available.

Section 17.7 Bereavement Leave

- A. Excused leave with pay will be granted, up to three (3) days, to an employee for the funeral of a member of the employee's immediate family or household. For purposes of this Section, an employee's immediate family includes mother, father, (including in-laws) husband, wife, child (including step, foster, adopted), brothers, sisters, grandchildren, grandparents, or such persons who have reared the employee. Up to two (2) additional days leave with pay will be granted for an employee to attend a funeral of a member of the employee's immediate family or household where death occurs and the funeral is to be held more than one hundred fifty (150) miles from the Cook County Building located at 118 N. Clark Street,
- B. Leave requested to attend the funeral for someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation, personal leave or compensatory time due of the employee making the request.

Section 17.8 Maternity/Paternity Leave

Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Sheriff or his designee. ; or employee shall be eligible for paid parental leave pursuant to Cook County Board resolution 13-R-346 and the corresponding Cook County Bureau of Human Resources Parental Leave Policy. Employees may elect one of the aforementioned parental leaves, but not both.

Section 17.9 Flexible Benefits Plan

All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

Section 17.10 Insurance Disputes

A dispute between an employee (and his covered dependent) and the insurance carrier shall be governed by the comprehensive plan description and shall not be subject to the grievance procedure provided for in this Agreement. Employees shall continue to be afforded an opportunity to present appeals of such insurance disputes in person, and by having union representation at such proceedings.

ARTICLE XVIII

ADDITIONAL BENEFITS

Section 18.1 Election Day

An employee who is a registered voter will receive two (2) hours' time off (without pay) during his/her regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) work days prior to the election.

Section 18.2 Personal Days

All bargaining unit members shall be permitted thirty-two (32) hours off with pay each fiscal year. Employees may be permitted these thirty-two (32) hours off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons.

Such personal leave shall not be used in increments of less than one-half (1/2) day at a time. No more than thirty-two (32) hours may be used in a fiscal year. Personal leave shall be accrued at the rate of 1.24 hours per pay period.

Personal days may be used consecutively and/or as additional vacation leave with permission from the Sheriff/designee. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee and are subject to approval of the Sheriff or his designee. The Employer may allow, however one (1) sworn member on each shift within a facility/unit to take (1) personal day on an emergency basis by calling in between one (1) to twenty four (24) hours prior to the start of the shift, per year.

Severance of employment shall terminate all rights to accrued personal days.

Section 18.3 Uniform Allowance and Changes

The employees covered by the terms of this Agreement shall receive eight hundred dollars (800.00) uniform allowance for each year of this Agreement. The uniform allowance shall be paid to the individual employees during the first pay period in December.

The Employer reserves the right to make changes to the existing uniform and/or equipment required, but shall pay all costs, with no reduction in the uniform allowance provided to the employees.

The Employer shall continue to supply the first issue bullet proof vest, and maintain said vests in accordance with any grant.

Section 18.4 Mileage

The Employer shall not require or permit employees to use their personal vehicles for work.

Section 18.5 Maintenance of Benefits

All economic benefits which are not set forth in this Agreement and are currently in effect shall continue and remain in effect until such time as the Employer shall notify the Labor Council. The Employer shall meet and discuss such change before it is finally implemented. Any change made without such notice and meeting(s) shall be considered temporary pending the completion of such discussions. The Labor Council reserves the right to impact bargain over such changes, including the right to arbitrate any dispute over such changes.

ARTICLE XIX

DURATION

Section 19.1 Term

This Agreement shall become effective on December 1, 2017 and shall remain in effect through November 30, 2020. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify this Agreement.

In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date until a new Agreement has been reached.

Section 19.2 Notice

Any notice under this Agreement shall be given by registered or certified mail. If given by the Labor Council, then such notice shall be addressed to the following individuals:

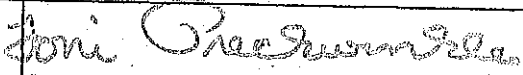

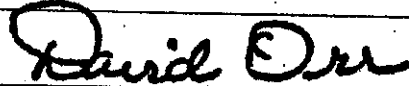
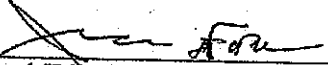
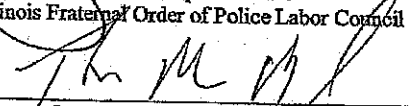
- | | |
|--|--|
| 1. President
Board of Commissioners of Cook County
118 North Clark Street - Room 537
Chicago, IL 60602 | 2. Sheriff
Daley Center - Room 704
50 W. Washington
Chicago, IL 60602 |
| 3. Chief Bureau of Human Resources
Department of Human Resources
118 N. Clark Street - Room 840
Chicago, IL 60602 | |

If given by the County to the Labor Council, then such notice shall be addressed to:

1. Illinois Fraternal Order of Police Labor Council
974 Clocktower Drive
Springfield, Illinois 62704

Signed and entered into this ____ day of _____, 2018.

COUNTY OF COOK:

By:	 Toni Preckwinkle, President Cook County Board of Commissioners
	 THOMAS J. DART Sheriff
Attest:	 DAVID D. ORR Cook County Clerk
UNION:	 Joseph Kalita, Field Representative Illinois Fraternal Order of Police Labor Council  Thomas Boyd, Chief Union Steward Illinois Fraternal Order of Police Labor Council

FOP DEPUTY SHERIFF SERGEANTS 2017-2020

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

NOV 14 2018

APPENDIX A

DUES AUTHORIZATION FORM

**ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
974 CLOCK TOWER DRIVE
SPRINGFIELD, ILLINOIS 62704**

I, _____, JDE No. _____, understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council.

I, _____ hereby authorize my employer,

County of Cook/Cook County Sheriff to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employer to deduct from my wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of its certification as exclusive bargaining representative to the date this dues deduction is implemented, in such manner as it so directs.

Date: _____ Signed: _____
Address: _____
City: _____
State: Illinois _____
Telephone: _____
Personal Email: _____

Employment Start Date: _____

Title: _____

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting 974 Clock Tower Drive
Springfield, Illinois 62704
(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction. Please check with your tax preparer regarding deductibility.

Revised 06/28/18
Post JANUS

APPENDIX B

SCHEDULE XXVIII BUREAU OF HUMAN RESOURCES DEPUTY SERGEANT'S

Effective December 1, 2018

Grade		Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
D3	Hourly	26.181	29.090	30.619	32.075	33.621	35.150	36.612	38.384	39.818	41.493	43.144
	Bi-Weekly	2,694.48	2,927.20	3,115.52	3,265.00	3,419.68	3,572.00	3,722.88	3,884.72	3,991.88	4,149.34	4,314.44
	Annual	64,456	70,507	74,479	78,716	82,931	87,112	90,776	94,838	97,025	100,305	103,739

**SCHEDULE XXVII
BUREAU OF HUMAN RESOURCES
DEPUTY SERGEANTS**

Effective June 1, 2019

<u>Grade</u>		<u>Entry Step</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	After 1	After 1	After 3rd	After 4th
													Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service	Year at 4th Longevity Rate & 25 Years Service
D3	Hourly	26,705	29,672	31,129	32,717	34,293	35,853	37,650	39,152	40,714	42,323	44,007				
	Bi-Weekly	2,136.40	2,373.78	2,490.32	2,617.36	2,743.44	2,868.24	3,012.00	3,132.16	3,257.12	3,395.84	3,520.56				
	Annual	55,946	61,717	64,748	68,051	71,329	74,574	78,312	81,436	84,685	88,031	91,534				

Effective June 1, 2020

2017-2020 FOPDEPUTYSHERIFFSERGEANTS

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2017 AND DECEMBER 1, 2020**

Cook County Benefit Overview

HMO(s)	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Out of Pocket Maximum</i>	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,600 single / \$3,200 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$15 copay	\$15 copay
<i>Specialists</i>	\$20 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$15 copay	\$15 copay
<i>Emergency Room</i>	\$75 copay	\$75 copay

PPO	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$350 / \$700 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,600/\$3,200 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network

<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$35 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% in network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$75 copay	\$75 copay
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)

Cook County Benefit Overview (Cont.)

Drug	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Prescription Drugs – Retail</i>	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay	Generic: \$15 copay Brand Formulary: \$30 copay Brand Non-Formulary: \$50 copay

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2017 AND DECEMBER 1, 2020**

	Mail Order: 2 x retail	Mail Order: 2 x retail
<i>Generic Step Therapy</i>	PBM's generic step therapy program	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	Mandatory mail-order for maintenance drugs	Mandatory mail-order for maintenance drugs

Vision	Current - Benefits Effective 12/1/2015
<i>Eye Examination</i>	\$0 copay Once per 12 months
<i>Eyeglass Lenses*</i>	\$0 copay standard uncoated plastic Once per 12 months
<i>Frames</i>	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months
<i>Contact Lenses*</i>	\$0 copay up to \$100 Once per 12 months

****Either eyeglass lenses OR contact lenses are covered every 12 months***

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2017 AND DECEMBER 1, 2020**

Cook County Benefit Overview (Cont.)

Dental – HMO	Current – Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$0 (None)
<i>Benefit Period Maximum</i>	None
<i>Preventive</i>	Requires a Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19
<i>Basic Benefits</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%
<i>Major Services</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19

Dental – PPO	Current - Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)
<i>Preventive (2 exams / cleanings per Benefit Period)</i>	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Primary Services X-Rays Space Maintainers</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Restorative Services Routine Fillings</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Emergency Services</i>	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Endodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Periodontics</i>	80% of Maximum Allowance (In network)

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2017 AND DECEMBER 1, 2020**

	60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Prosthetics</i>	50% of Maximum Allowance (In and out of network)
<i>Orthodontics</i>	50% up to a lifetime max of \$1,250 (In and out of network)

Employee Contributions – As a Percentage of Salary (Pre-Tax)


Blue Advantage HMO	Current Effective 12/1/2016
Employee Only	1.50%
Employee + Spouse	2.00%
Employee + Child(ren)	1.75%
Employee + Family	2.25%

PPO	Current Effective 12/1/2016
Employee Only	2.50%
Employee + Spouse	3.00%
Employee + Child(ren)	2.75%
Employee + Family	3.25%

Dental	Current Effective 12/1/2016
HMO	\$0
PPO	\$0

Vision	Current Effective 12/1/2016
Vision Plan	\$0

APPENDIX D

	<h2 style="margin: 0;">GRIEVANCE</h2> <p style="font-size: small; margin: 0;">(use additional sheets where necessary)</p>	<div style="writing-mode: vertical-rl; transform: rotate(180deg);"> Lodge/Cmt No. Year Grievance No. </div>
Date Filed: _____ Department: _____		
Grievant's Name: _____ <div style="display: flex; justify-content: space-between; font-size: small;"> Last First M.I. </div>		
<h3>STEP ONE</h3>		
Date of Incident or Date Knew of Facts Giving Rise to Grievance: _____ Article(s)/Sections(s) violated: _____ Briefly state the facts: _____ _____ _____ _____ _____ _____ _____ _____ 		
Remedy Sought: _____ _____ _____ _____ 		
Given To: _____		Date: _____
Grievant's Signature	FOP Representative Signature	
<h3>EMPLOYER'S RESPONSE</h3>		
_____ _____ _____ 		
Employer Representative Signature	Position	
Person to Whom Response Given	Date	
<h3>STEP TWO</h3>		
Reasons for Advancing Grievance: _____ _____ _____ 		
Given To: _____		Date: _____
Grievant's Signature	FOP Representative Signature	
<h3>EMPLOYER'S RESPONSE</h3>		
_____ _____ _____ 		
Employer Representative Signature	Position	
Person to Whom Response Given	Date	

STEP THREE

Reasons for Advancing Grievance: _____

Given To: _____

Date: _____

Grievant's Signature _____

FOP Representative Signature _____

EMPLOYER'S RESPONSE

Employer Representative Signature _____

Position _____

Person to Whom Response Given _____

Date _____

STEP FOUR

Given To: _____

Date: _____

Grievant's Signature _____

FOP Representative Signature _____

EMPLOYER'S RESPONSE

Employer Representative Signature _____

Position _____

Person to Whom Response Given _____

Date _____

REFERRAL TO ARBITRATION by Illinois FOP Labor Council

Person to Whom Referral Given _____

Date _____

FOP Labor Council Representative _____

Lodge/Unit No. / Year / Grievance No.



APPENDIX "E" - DRUG-FREE WORKPLACE POLICY

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I. PURPOSE

The illegal manufacture, distribution, dispensing, sale, transfer, possession or use of drugs or controlled substances is prohibited by federal, state and local law. The Federal Drug-Free Workplace Act of 1988, Title 41, Sections 702-704 are applicable to Cook County Government as a grantee of federal funds. The Cook County Board of Commissioners has adopted a resolution that established a policy to maintain all county government workplaces as drug-free workplaces.

The Department recognizes that pervasive illegal drug use has become a national crisis. Drug use in the workplace poses enormous problems in the areas of public health and safety as well as substantial social and economic costs. The Department must play a key role in "The War On Drugs," not only in terms of its public responsibilities as a law enforcement agency, but also in terms of its responsibilities for employee health and well-being. It is imperative that all sworn employees have the physical stamina and psychological stability to promptly perform all required duties under conditions of duress and possibly even great danger.

The overriding purpose of the criminal justice system is to protect community safety through the apprehension, adjudication and incarceration of lawbreakers. Because of the special status of peace officers in our society, drug use by any officer has a particularly devastating effect on all of law enforcement.

Community confidence in law enforcement agencies could be severely damaged if those charged with safeguarding it were, because of their own drug use, either restrained in or unsympathetic to their mission of interdicting drugs. But drug use by sworn officers could be nothing short of disastrous if it impacts on public safety and the ability of officers to perform their duties. The purpose of this order is to:

- A. Establish a policy to detect, deter and eventually eliminate drug use by sworn employees;
- B. Promulgate Department policy that prohibits the presence of either of the following in an employee's system;
 - 1. Illegal drugs and controlled substances or their metabolites;
 - 2. Legally prescribed drugs in excess of prescribed limits.
- C. Set forth policy and procedures governing random, mandatory and reasonable suspicion drug testing of all sworn employees;
- D. Achieve the goal of a safe, efficient and drug-free workplace through a fair, equitable, consistent, confidential and reasonable drug testing policy that ensures due consideration of the rights of employees as well as their privacy, integrity, reliability and dignity throughout the process for the protection of both employees and the public;

- E. Encourage sworn employees who have drug use problems to participate in the Employee Assistance Program or a drug rehabilitation program prior to detection via the Department's drug testing program;
- F. Provide for confidentiality of testing results;
- G. Decrease absenteeism, injuries on the job, liability and financial burden on employee health and benefit programs;
- H. Ensure the professional credibility, unimpeachable integrity and judgment of sworn employees by providing sanctions for prohibited off-duty conduct which undermines public trust and is inconsistent with on-duty representations;
- I. Promote public confidence in the safety and integrity of all sworn personnel and ensure their fitness for duty;
- J. Discourage and deter any temptation to deviate from acceptable behavior by the implementation of a drug testing program and subsequent disciplinary sanctions that guarantee that the only acceptable course of conduct is complete abstinence from illegal drug and controlled substance use;
- K. Balance the interests of the Department, employees and the general public with a fair, confidential and accurate drug testing program;
- L. Recognize the establishment of the Drug Testing Unit within the Sheriff's Office as a critical component of efforts to combat drug abuse in our society;
- M. Describe responsibilities and procedures relative to the Drug Testing Program;
- N. Institute the use of the Drug Testing Program Notification Form (RDT-92-100) and the Drug Screen Specimen Affidavit Form (RDT-92-101).

II. POLICY STATEMENT

The Department recognizes that the vast majority of its sworn employees are not drug users and will not become drug users. A few are not drug-free, and some could possibly fall prey to the insidious spread of drug use, absent the strong preventive and deterrent effect of a drug-testing program. This policy has not arisen from distrust, but rather from the desire to provide a better working environment.

It is imperative that all sworn employees possess the judgment, dexterity, physical stamina and psychological stability and are capable of devoting constant and uninterrupted attention to the performance of all required duties without risk of harm to themselves, other employees or the public. As a result of its responsibilities, as well as the sensitive nature of its work, the Department has an obligation to eliminate illegal drug use from its workplace.

It is therefore the policy of the Department to take all reasonable measures to maintain a work environment free of the unlawful use of drugs or controlled substances and prevent

an otherwise pervasive societal problem from invading the ranks of its sworn employees.

- A. This policy applies to all sworn employees of the Department. For the purposes of this policy and directive, sworn employees (or employees) are defined as persons of any rank or title who are required, or authorized, to carry firearms while on or off duty, and, who derive their peace officer powers from their status as deputy sheriffs by virtue of appointment by the Sheriff of Cook County.
- B. The term "drug" or "controlled substance" include, but are not limited to, the following substances and their respective metabolites:
 - 1. Cannabis as defined in 720 ILCS 550/3 (a), or as amended
 - 2. Controlled substances as defined in Chapter 720 ILCS 570/102 (f), or as amended
- C. The unlawful involvement with drugs; the presence in an employee's system of drugs or controlled substances or their metabolites; the use of cannabis or non-prescribed controlled substances; or the abuse of legally prescribed drugs or controlled substances by sworn employees of the Department, at any time, while on or off-duty, are strictly prohibited.
- D. Violations of this policy, substantiated by a confirmed positive drug test, will result in disciplinary action leading to the dismissal of a sworn exempt employee or probationary merit employee; or the referral of charges to the Merit Board, by the Sheriff or his designee, seeking the discharge of a sworn merit employee.
- E. This policy does not apply to the use of controlled substances within the limits of a medically valid prescription except where such use is found to be an excessive or abusive use of prescribed controlled substances; legal drugs, illegally obtained; multiple prescriptions for controlled substances from one or more physicians; or not in accordance with the "good faith" definition provided in 720 ILCS 570/102 (u).
- F. All sworn employees of the Department shall be subject to urinalysis drug testing on a mandatory, random or reasonable suspicion basis. Employees selected for drug testing are required to cooperate fully in the testing process. The actions listed below, whether they occur during or after the collection or analysis of drug specimens, are violations of this policy. Any such action will be used as a basis for the initiation of a disciplinary action in accordance with Article 11, Section D, of this directive.
 - 1. Refusal to submit to testing;
 - 2. Failure to cooperate;
 - 3. Tampering or attempting to tamper with urine specimens;
 - 4. Adulteration of a test sample;

5. Submission of or attempt to submit a false test sample;
 6. Any other activities designed to interfere with, impede or otherwise obstruct drug testing.
- G. "Reasonable suspicion" is defined as a belief based on objective facts sufficient to lead a reasonably prudent supervisor to find that a sworn employee is using, or has used, drugs in violation of this policy. The suspicion must be drawn from specific, objective, articulable facts and reasonable, rational inferences drawn from those facts in light of experience. The facts must lead the supervisor to believe that the employee's ability to perform the functions of the job is impaired, or that the employee's ability to perform his/her job safely is reduced.
1. Reasonable suspicion drug testing shall be conducted when a sworn employee has exhibited unusual work habits or behavioral traits and is incapable of performing required duties and a manager or supervisor has furnished written documentation citing specific instances of reasonable and articulable suspicion that the employee is under the influence of drugs or has otherwise violated this policy.
 2. Factors to be considered by command and supervisory personnel in determining whether a finding of reasonable suspicion is appropriate may include, but are not limited to, any of the following, alone or in combination:
 - a. Observable phenomena, such as direct observation of drug use and/or the physical symptoms or manifestations of being under the influence of drugs;
 - b. Abnormal conduct or erratic behavior while on-duty;
 - c. Excessive unexcused absenteeism, tardiness or deterioration in work performance;
 - d. Slurred speech or unsteady walking or movement;
 - e. Illegal possession of drugs or controlled substances or an arrest for violation of a drug statute;
 - f. Information obtained from reliable and credible sources with personal knowledge which has been independently corroborated.
- H. In addition to random and reasonable suspicion drug testing, mandatory drug testing shall be conducted when a sworn employee:
1. Is appointed to an exempt position, subject to promotion to a career service rank, or is applying for assignment to certain specialized Department units;

2. Qualifies for an extra-departmental training program of more than two weeks duration;
 3. Is returning to the Department after an absence of 15 days or more with the exception of vacation time, personal time, holiday and compensatory time due days, however if the reason for the absence is medical but other time earned is then used in the alternative the employee will be subject to testing.
 4. Is involved in an accident involving a Department vehicle that results in a fatality or injury which demands immediate medical attention away from the scene of the accident or any property damage and sufficient facts exist to support a supervisory finding of reasonable suspicion, or when the circumstances require testing in accordance with existing statutes.
- I. Sworn employees acting in their official capacity as peace officers in undercover roles and as a direct result of their official assignments shall not be disciplined under this policy. However, any employee who has reason to believe that an on-duty official capacity activity has, or will result in the presence of a drug or controlled substance in his/her system must submit a confidential written report to the Department Head within 24 hours from the time of exposure. Consideration of reported claims of on-duty exposures shall be limited to life threatening and tactically unavoidable circumstances which are documented and submitted in accordance with the time limits established herein. Failure to report a possible on-duty exposure will negate any claim that a subsequent confirmed positive drug test was the result of an on-duty activity.
 - J. The provisions of this policy shall not prevent the Department from conducting medical screenings, with the express written consent of the employee, to monitor exposure to toxic or other unhealthy substances in the workplace or in the performance of their responsibilities. Any such screenings shall be limited to the specific substances expressly identified in the employee consent form.

III. MANAGEMENT RESPONSIBILITIES

Commanders and supervisors are responsible for the reasonable enforcement of this policy.

- A. Commanders and supervisors shall request approval by the Department Head that a sworn employee be required to submit to a drug test when they have a reasonable suspicion that the employee is under the influence of drugs while on-duty or otherwise in violation of this order and policy.
- B. Any commander or supervisor requesting that an employee be required to submit to a drug test must document, in writing, the facts constituting reasonable suspicion.
- C. A summarized copy of the written report, including the facts constituting reasonable suspicion, shall be furnished to the employee when the employee is

ordered to submit to a reasonable suspicion drug test approved by the Department Head.

- D. Commanders and supervisors encountering an employee who refuses an order to submit to a drug analysis upon direct order shall advise the employee of the requirements of this order and the disciplinary consequences of this policy.
- E. Employees reasonably believed to be under the influence of drugs or controlled substances shall be prevented from engaging in further work. Command and supervisory personnel shall arrange for the safe transportation of such employees from the workplace.

IV. EMPLOYEE RESPONSIBILITIES

While the use of medically prescribed drugs is not per se a violation of this policy, failure by the employee to notify his/her supervisor before beginning work, when taking prescribed drugs which could foreseeably interfere with the safe and effective performance of duties or operation of Department equipment can result in discipline.

In the event there is a question regarding an employee's ability to safely and effectively perform assigned duties while using prescribed drugs, clearance from a qualified physician shall be required. Each employee shall:

- A. Not report for duty when his/her ability to perform job duties is impaired due to on or off duty drug use;
- B. Notify the Department of his/her conviction for a violation of any criminal drug statute regulating the manufacture, distribution, dispensation, possession or use of a drug or controlled substance within 24 hours of such conviction;
- C. Promptly obey an order to submit to a drug testing procedure required by this order.

V. CONFIDENTIALITY

All information, interviews, reports, statements, memoranda and test results, written or otherwise, received by the Department through the drug testing program are the property of the Department and are confidential communications. They shall not be used or received in evidence in any criminal proceeding against the employee, obtained in discovery, or disclosed in any public or private proceedings, except in accordance with the provisions of this order.

- A. Laboratory reports and test results shall not be placed in an employee's general personnel file, but shall be kept in a separate confidential medical folder that shall be securely kept under the control of the Drug Testing Unit. The Unit is authorized to release the contents of the confidential medical folder to the Department Head or Commander of Internal Investigations.
- B. Disclosure of a positive confirmed drug test result without employee consent is authorized when it is:

1. Required in a disciplinary action;
 2. Compelled by law or by judicial or administrative process (providing that the employee is given timely written notice by the Department);
 3. The information is needed by medical personnel for the emergency diagnosis or treatment of the employee, and the employee is unable to authorize disclosure.
- C. No physician-patient relationship is created between an employee and the Department or any person performing or evaluating a drug test, solely by the establishment, implementation or administration of the drug testing programs conducted in accordance with this order and policy.

VI. TESTING LABORATORY CERTIFICATION

- A. The initial screening of urine specimens and confirmation testing of positive immunoassays required by this policy shall only be conducted by a licensed laboratory that meets the standards appropriate to the application of analytical forensic toxicology. The laboratory must conform to the guidelines of, and be certified to perform urine drug testing by, the Substance Abuse and Mental Health Services Administration (SAMHSA) and must be licensed by the U.S. Department of Health and Human Services (HHS).

The laboratory must meet the strict standards established in the Mandatory Guidelines for Federal Workplace Drug Testing Programs (53FR 11979, 11989) published on April 11, 1988, or as amended. The laboratory must have in its possession a letter of certification from HHS/SAMHSA and be listed in the Federal Register. In addition, the laboratory must be licensed and/or accredited by the U.S. Department of Health and Human Services Clinical Laboratory.

- B. The laboratory contracted for the testing of specimens submitted in accordance with this order shall be required to provide for and employ the following policies, procedures, and personnel:
1. Initial drug screening tests utilizing the EMIT or equally reliable method;
 2. Confirmation testing utilizing the Gas Chromatography/Mass Spectrometry (GC/MS) method;
 3. Rigorous chain of custody procedures for collection of specimens and for handling specimens during testing and storage;
 4. Stringent standards for making the drug testing site secure, for restricting access to all but authorized personnel and providing an escort for any others who are authorized to be on the premises;
 5. Precise requirements for quality assurance and performance testing specific to urine specimens for the presence of controlled substances or illegal drugs and their metabolites;

6. Specific educational and experience requirements for laboratory personnel to ensure their competence and credibility as experts on forensic urine drug testing,

Side Letter

Between

Fraternal Order of Police

and the

County of Cook/Sheriff of Cook County

Mandatory Retirement

Mandatory retirement age for sworn law enforcement shall be age 65 as established in the County Ordinance. This is only applicable to employees hired by the Sheriff after the ratification of the 2009 -2012 Deputy Sheriff Sergeants Contract.

Side Letter

Between

Fraternal Order of Police

and the

County of Cook/Sheriff of Cook County

Law Enforcement Certification

The sheriff shall facilitate Court Service Sergeants obtaining Law Enforcement Certification. A protocol shall be mutually drafted and agreed upon with regard to such procedures.

Side Letter

Between

Fraternal Order of Police

and the

County of Cook/Sheriff of Cook County

Seniority Information

The Union will have six (6) months from the date of signing by the Cook County Board to provide retroactive seniority information to the Sheriff and further agree to a protocol to complete the seniority adjustment. •

Side Letter

Between

Fraternal Order of Police

and the

County of Cook/Sheriff of Cook County

Me Too

If the Employer, subsequent to ratification of this Agreement and prior to the expiration of the Agreement (i.e. November 30, 2020) enters into an agreement with any other union, including an interest arbitration award that contains across the board wage increases greater than those set forth in this Agreement, or agrees to a lower rate of employee contribution to health insurance (either in employee contribution to premium or through plan design changes more favorable to employees) then upon demand by the Union those wage increases or health insurance changes will be applied to members of this bargaining unit.